Iikhrayitheriya zokuqeshwa kwabamakishi

1. **Intshayelelo**

1.1 Inkqubo zokufakwa kwezicelo nokuqeshwa kwabamakishi zilawulwa yiMimiselo *Regulations Pertaining to the Conduct, Administration and Management of the National Senior Certificate examination*, epapashwe kwiGazethi kaRhulumente No. 37651 yomhla we-16 Meyi 2014, njengoko ifakelwe izilungiso ngowe-30 Apreli 2019, kunye ne-*Personnel Administrative Measures*, epapashwe kwiGazethi kaRhulumente No. 46879 yomhla we-09 Septemba 2022. Le Mimiselo ikhankanywe ngentla inenjongo yokuqinisekisa ukuba imigqaliselo eyile, ukuba semthethweni, ukuthembeka nobulungisa ukulungiselela bonke abaviwa kule migaqo, iyalandelwa kuzo zonke iinkqubo zomjikelo woviwo lukazwelonke.

1.2 Inkqubo eyeyona ingundoqo yimimiselo nemigangatho yokuqeshwa kwabamakishi, yaye kubalulekile ukuthembeka kwabo ukwenzela ukuba oko kuqinisekiswe ukusetyenziswa kwesikhokelo sokumakisha ekuvunyelwe ngaso kuzwelonke okuchanekileyo, nokungatshintshiyo nokububulungisa kubo bonke abaviwa kwiimviwo zikazwelonke ezibalulekileyo ezinokuba semngciphekweni ezifana nezi zeSatifikethi seMatriki sikaZwelonke.

1.3 Ootitshala abaqeshwe njengabamakishi liSebe leMfundo leNtshona Koloni (iSebe i-WCED) baqeshwe ngokoMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998) *(Employment of Educators Act, 1998 (Act 76 of 1998)*, yaye bonke abenzi-sicelo mabafunde iikhrayitheriya apha ngezantsi phambi kokuba benze izicelo kuzo naziphi na izithuba njengommakishi.

1.4 Ngokwale Mimiselo ikhankanywe ngentla, iNtloko yezeMfundo inokufakela izilungiso kunye/okanye izinyenyise iikhrayitheriya zokuqeshwa kwabamakishi.

2. **Iikhayitheriya zokuqeshwa kweemodareyitha zangaphakathi nabamakishi abaziintloko**

Abenzi-sicelo kwizithuba **zemodareyitha yangaphakathi nommakishi oyintloko** mababe noku kulandelayo:

2.1 **Iminyaka esibhozo** eyona isezantsi **yamava okufundisa**.

2.2 Ubuncinane **ngamava eminyaka emihlanu okufundisa isifundo** ekufakwa kuso isicelo kwakunye nokufundisa i-*Curriculum and Assessment Policy Statement (CAPS*) kubafundi beBakala 12 esikolweni/kwiziko ngokusisigxina kwisifundo afakela sona isicelo **kangangeminyaka emibini kule ilandelayo**: 2019, 2020, 2021, 2022 no-2023.

2.3 **Amava eminyaka esixhenxe** yokumakisha eyeyona isezantsi iyonke kwisifundo ekufakelwa sona isicelo.

2.4 Kwimeko **yeemodareyitha zangaphakathi**, amava njengemodareyitha yangaphakathi, njengommakishi oyintloko, okanye njengosekela-mmakishi oyintloko kwiminyaka yangaphambili, yimfuno emiselweyo.

2.5 Kwimeko **yommakishi oyintloko**, amava njengemodareyitha yangaphakathi, njengommakishi oyintloko, okanye usekela-mmakishi oyintloko kwiminyaka yangaphambili yimfuno emiselweyo.

2.6 Iikhrayitheriya ezichazwe kwingongoma 2.4 no-2.5 zinokunyenyiswa kwizifundo ezithile ezingenaye usekela-mmakishi oyintloko kunye/okanye ummakishi omkhulu.

2.7 Kuya kuqala kukhethwe **ootitshala abasifundisayo** ngoku (abasesikolweni/abakwiziko kunye/okanye abanika iingcebiso nge-*CAPS* kubafundi beBakala 12 esikolweni/kwiziko ngokusisigxina ukwenzela isithuba sommakishi oyintloko, ngokuxhomekeke ekubeni unazo izakhono eziyimfuneko, ulwazi nesimo sokucinga.

2.8 Abamakishi abaqeshwe ngokuyimpumelelo njengeemodareyitha zangaphakathi mabafumaneke ukwenzela ukuba baqalise ukwenza imisebenzi yabo njengabevi, iimodareyitha nommakishi weemvavanyo zobuchule kweso sifundo ukwenzela umjikelo wovavanyo lobuchule ngo-2023/2024.

3. **Iikhrayitheriya zokuqeshwa kwamasekela babamakishi abaziintloko**

Abenzi-sicelo kwisithuba **sikasekela-mmakishi oyintloko** mababe noku kulandelayo:

3.1 **Iminyaka esibhozo** eyeyona isezantsi **yamava okufundisa**.

3.2 Ubuncinane ngamava **eminyaka emihlanu okufundisa isifundo** ekufakwa kuso isicelo kwakunye nokufundisa ikharityhulam ye-*CAPS* kubafundi beBakala 12 esikolweni/kwiziko ngokusisigxina kwisifundo afakela sona isicelo kangangeminyaka **emibini kule ilandelayo**: 2019, 2020, 2021, 2022 no-2023.

3.3 Ubuncinane **ngamava eminyaka emithathu njengommakishi nemibini** eyona isezantsi **yamava njengommakishi omkhulu** (iminyaka emihlanu yamava okumakisha ewonke) kwisifundo afakela sona isicelo.

4. **Iikhrayitheriya zokuqeshwa kwabamakishi abakhulu**

Abenzi-sicelo kwisithuba sommakishi omkhulu makabe noku kulandelayo:

4.1 **Iminyaka emihlanu** eyona isezantsi **yamava** okufundisa.

4.2 Ubuncinane **ngamava eminyaka emibini okufundisa isifundo** ekufakelwa sona isicelo kwakunye nokufundisa ikharityhulam ye-*CAPS* kubafundi beBakala 12 esikolweni/kwiziko ngokusisigxina kwisifundo afakela sona isicelo kangangeminyaka **emibini kule ilandelayo**: 2019, 2020, 2021, 2022 no-2023.

4.3 Ubuncinane **ngamava eminyaka emithathu njengommakishi** kwisifundo afakela sona isicelo.

5. **Iikhrayitheriya zokuqeshwa kwabamakishi**

Abenzi-sicelo **kwisithuba sommakishi** makabe noku kulandelayo:

5.1 Iminyaka **emibini** eyona isezantsi **yamava okufundisa**. Abamakishi abatsha banokwenza isicelo kunyaka wabo wesibini wokufundisa isifundo.

5.2 Ubuncinane **ngamava eminyaka emibini okufundisa isifundo** ekufakelwa sona isicelo kwakunye nokufundisa ikharityhulam ye-*CAPS* kubafundi beBakala 12 esikolweni/kwiziko ngokusisigxina kwisifundo afakela sona isicelo kangangeminyaka **emibini kule ilandelayo:** 2019, 2020, 2021, 2022 no-2023.

6. **Iikhrayitheriya eziqhelekileyo kubo bonke abenzi-sicelo**

6.1 Amava okufundisa abhekisa kunyaka uwonke wokufunda ingeyiyo inxenye yonyaka.

6.2 Bonke abenzi-sicelo mababe namabanga emfundo eyaziwayo yokufundisa eminyaka emithathu eyona isezantsi nefanelekileyo kwisifundo (ukwenzela ukumakisha**) akwinqanaba lonyaka wesibini kodwa kukhethwa ukuba ibe ngakwinqanaba lesithathu.** Bonke abenzi-sicelo mabaveze itranskripthi yerekhodi yezifundo zabo.

6.3 Abenzi-sicelo mabafundise isifundo esikolweni/kwiziko elilungiselela abafundi beBakala 12 kwiimviwo ze-*NSC*.

6.4 Ireyithi yokupasa yesifundo kwisikolo/kwiziko mayibe ngu-**70% ubuncinane** ngethuba leemviwo eziphambi kweze-NSC.

6.5 Abenzi-sicelo abafaka izicelo zokumakisha izifundo ezinamaphepha amabini, oku kuquka kodwa kungaphelelanga kwezi zifundo zilandelayo: *Languages, History, Religion Studies*,

njalo-njalo., mababe bafundiswe zonke iikhomponenti zesifundo kwikharityhulam yesifundo.

6.6 Abenzi-sicelo abafake isicelo sokumakisha iPhepha 2 (Uncwadi) kwiilwimi mababe bafunde, bafundisa yaye benza uphononongo ngazo zonke iincwadi ezimiselwe ukufundelwa uviwo, ingabi zezo zifundwa ngabafundi kuphela kwisikolo/kwiziko labo.

6.7 Amagosa amakishayo aqatshelwe njengabayifezekisiyo imigaqo emiselweyo yamathuba okumakisha okanye abonisa indlela yokucinga (*attitude*) engafanelekanga awayi kufaneleka ukuba baqeshwe kwakhona.

6.8 ISebe i-*WCED* liya kuphelisa ukuqeshwa kwakhe nawuphi na umntu ongawenziyo umsebenzi wakhe ngokomgangatho oyimfuneko wokumakisha okanye njengegosa lokumakisha eliqeshiweyo ngethuba lezi meko zokumakisha zikhankanywe ngentla.

6.9 Imvumelwano yegosa elimakishayo elingasazifezekisiyo iikhrayitheriya zokumakisha iya kupheliswa ngokukhawuleza.

6.10 Onke amagosa amakishayo makanike ummakishi oyintloko iimpendulo ekucetyiswa ngazo kwiphepha lemibuzo abaqeshelwe ukulimakisha ngosuku lokuqala lokumakisha. ISebe i-WCED linokukurhoxisa ukuqeshwa kommakishi ongayithobeliyo le migaqo. Le mfuno imiselweyo ayibandakanyi abamakishi bePhepha 3 leeLwimi. Nakuba kunjalo, aba bamakishi mababe nolwazi ngezihloko ezivavanywa kwiphepha lemibuzo elichaphazelekayo.

6.11 Umntu onqunyanyisiweyo enkonzweni kulo naliphi na isebe kurhulumente woMzantsi Afrika, ngethuba lenkqubo yokuqeshwa kwabamakishi ukuya kufikelela kwithuba lokumakisha, kuya kupheliswa ukuqeshwa kwakhe ngokukhawuleza njengegosa elimakishayo. Luxanduva lomntu ekubhekiswa kuye ukwazisa iSebe iWCED ngesohlwayo esilolu hlobo. Ukungaphumeleli ukuthobela le mimiselo kuya kubangela ukuba igosa kujongwane nalo ngokoMthetho we-*Employment of Educators Act, 1998 (Act 76 of 1998*), okanye uMthetho we-*Public Service Act, 1994 (Proclamation 103 of 1994),* okanye ngokumalunga nawo nawuphi na umthetho ochaphazelekayo.